Att. Docket No. END9 2000 0041 US1

## DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION .

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name; I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled: SYSTEM AND METHOD FOR MEASURING AND MANAGING PERFORMANCE IN AN INFORMATION TECHNOLOGY ORGANIZATION

the specification of	f which (chec	k one)		,
X	is attached h	ereto.		
International Applicapplicable).	was filed on cation No	as	Application Ser amended on	ial No. or PCAT
I hereby state that above-identified spereferred to above.				
I acknowledge the dipatentability of the Regulations, Section	is applicatio			
I hereby claim fore 119(a)-(d) or Secti certificate or Sect at least one countr identified below an PCAT International on which priority i	on 365(b) of ion 365(a) of y other than y foreign app application h	any foreign application any PCT Internation the United States, lication for paten	ation(s) for pat onal application listed below an t or inventors c	ent or inventor's which designated d have also ertificate, or
Prior Foreign	Appplication(	s):	•	
Number	Country	Date/Month/Year	Pr	iority Claimed
I hereby claim the provisional applica			119(e) of any U	nited States
Application Nu	mber	Filing Date		

I hereby claim the benefit under Title 35, United States Code, section 120 of any United States application(s), or Section 365(c) of any PCT International application designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of 35 U.S.C. Section 112, I acknowledge the duty to disclose information material to patentability of this application as defined in 37 CFR Section 1.56 which became available between the filing date of the prior application and the national or PCT International filing date of this application:

Prior U.S. Applications:

Serial No. Filing Date

Status (patented, pending, abandoned)

As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith: David L. Adour, Reg. No. 29,604; Lawrence R. Fraley, Reg. No. 26,885; John R. Pivnichny, Reg. No. 43,001; Arthur J. Samodovitz, Reg. No. 31,297; William H. Steinberg, Reg. No. 28,540; Christopher A. Hughes, Reg. No. 26,914; Edward A. Pennington, Reg. No. 32,588; John H. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; and Shelley M Beckstrand, Reg. No. 24,886.

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

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